

Sex-Based Discrimination

Are you a victim?

♦ Sexual Harassment

This includes practices ranging from direct requests for sexual favors (quid pro quo), to workplace conditions that create a hostile environment for persons of either gender, including same sex harassment.

♦ Pregnancy Based Discrimination

Title VII was amended by the Pregnancy Discrimination Act, which prohibits discrimination on the basis of pregnancy, childbirth and related medical conditions.

Title VII also prohibits employment decisions based on stereotypes and assumptions about abilities, traits, or the performance of individuals on the basis of sex. Title VII prohibits both intentional discrimination and neutral job policies that disproportionately exclude individuals on the basis of sex and that are not job related.

Metro Human Relations Commission is governed by Ordinance 2003-1312 § 1, 2003 chapter 11.20.010, an ordinance to secure all individuals within the area of Davidson County freedom from discrimination because of race, color, religion, national origin, disability, or sex in connection with employment and there by protecting their interest and personal dignity.

Contact us, we can help!



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